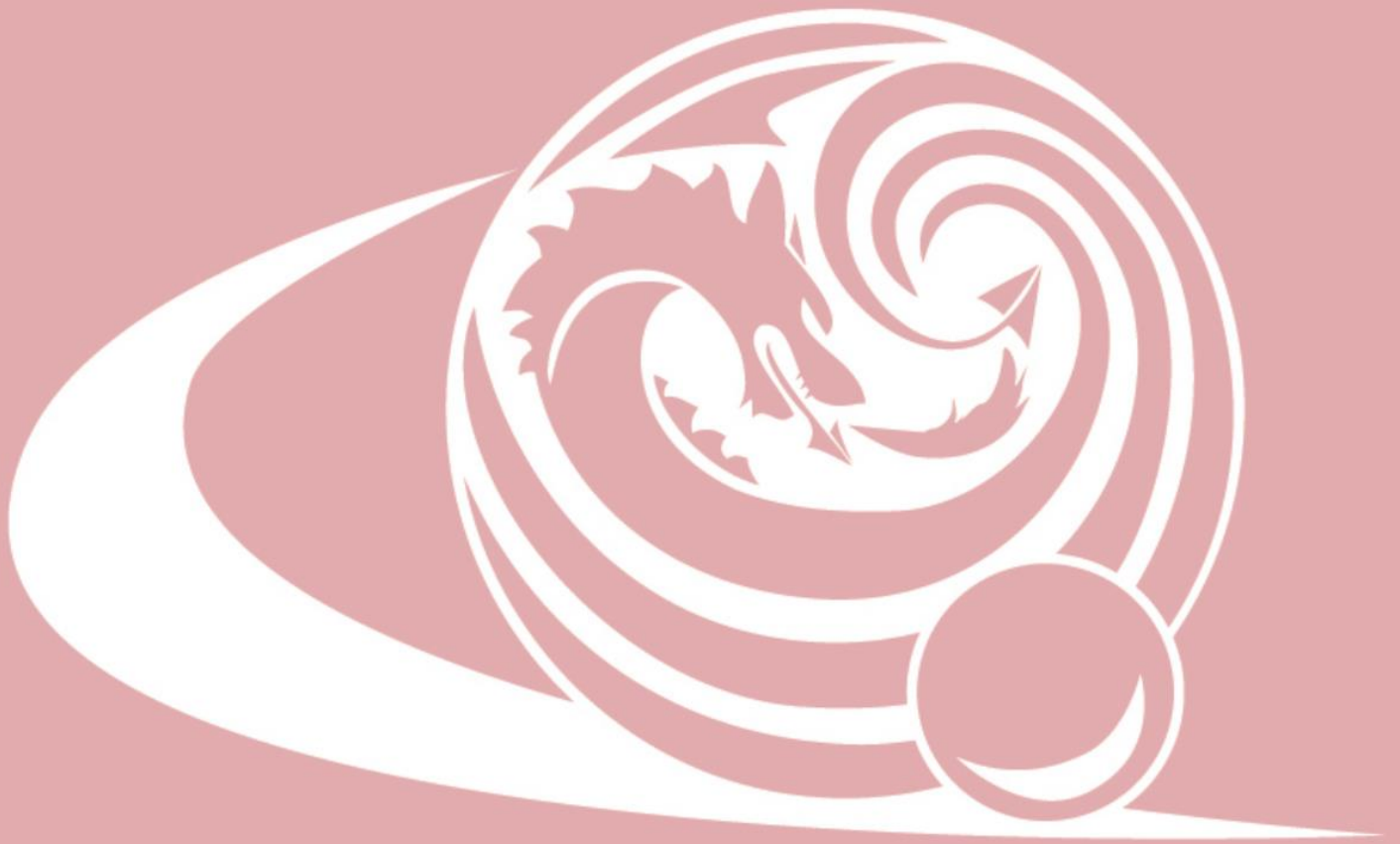


Safeguarding Policy & procedures: Children & Young People Policy

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IMPORTANT NOTES

- This policy incorporates all relevant National Governing Bodies for bowls in Wales (WIB, WBA, WWBA, WSMBA)
- All aspects of this document relating to Safeguarding have been approved by the NSPCC.
- BowlsWales reserve the right to amend this policy in light of changes in legislation or other pertinent reasons. This will be indicated by Issue & Amendment numbers & date in the header.
- All parties are welcome to download copies of this document or pages from it provided no changes are made to its content or meaning.

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FOREWORD

Terminology and definitions

Carer: A carer is someone who has the responsibility for providing or arranging care for someone else who, because of long term illness or disability or age, is not able to care for themselves.

Children: A child is anyone who has not yet reached their 18th birthday. The term 'children' therefore means 'children and young people' throughout.

Child protection: The particular activity undertaken to protect specific children who are suffering or are at risk of suffering significant harm as a result of abuse or neglect.

Disabled: The Disability Discrimination Act (1995) defines a person as having a disability 'if he has a physical or mental impairment which has substantial and long-term adverse effect on his ability to carry out normal day to day activities'.

Regional Safeguarding Boards (RSB): These are the six multi-agency strategic boards of relevant partner agencies set up across Wales designed to protect children and adults at risk of, abuse or neglect and to prevent those children and adults from becoming at risk of abuse or neglect.

In loco parentis: In loco parentis (from Latin meaning 'in place of a parent') refers to a person who has been given explicit permission to assume parental responsibility for a child by his or her parents or legal guardian.

Regulated activity: For the purposes of identifying roles or individuals qualifying for Disclosure and Barring Service Check, regulated activity is defined as: involving contact with children or adults at risk and is of a specified nature (e.g. teaching, training, care, supervision, advice, medical treatment or in certain circumstances transport) on a frequent, intensive and/or overnight basis; or involving contact with children or adults at risk in a specified place (e.g. schools, care homes etc.), frequently or intensively. For more information, please follow the link [DBS eligibility guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Local Authority Designated Office (LADO): refers to the Local Authorities designated person who is responsible for co-ordinating the response to concerns that an adult who works with children may have caused them or could cause them harm.

Need to know: In the context of sharing confidential information, disclosing details only to those people who must be informed in the interests of a child or children. The factors that need to be considered when determining whether to disclose information include: the reason for sharing the information; the level of detail that needs to be disclosed; with whom the information will be shared; and whether disclosing the information is a proportionate response to the need to protect a child from harm.

Parent: The parent refers to the person who holds parental responsibility or the person given the responsibility for the day-to-day care of the child on behalf of the parent or an official body.

Position of Trust: A person is in a position of trust if the work they do, or the nature of the service they provide, means that they are likely to have contact with children or adults at risk as part of their employment or voluntary work. E.g., sports coach, teacher, religious leader

Safeguarding: Safeguarding refers to a range of proactive measures taken to keep children safe and promote their wellbeing, including child protection.

Social Services: Throughout the procedures the generic term social services are used to represent the relevant local authority social services functions with regard to children.

SECTION 1 -SAFEGUARDING POLICY

1.1 Introduction

Participation in Bowls has the potential to provide children with significant learning opportunities that can aid in the development of valuable life skills and boost their self-esteem and confidence. Despite the fact that the vast majority of children benefit from participation in sports, some young people have been subjected to abuse and/or poor practises as a result of their participation.

In addition, some children who participate in Bowls may experience abuse at home or in the broader community that is unrelated to the sport.

Everyone who plays bowls in Wales has the right to do so in a pleasant and secure environment. BowlsWales has a moral and legal obligation to ensure that coaches and volunteers provide the highest level of care to children when entrusted responsibility for them.

BowlsWales in collaboration with the National Governing bodies for all forms of bowls in Wales are committed to devising and implementing policies to ensure that everyone in the sport accepts their responsibilities to safeguard children from harm and abuse. This means "to follow procedures to protect children and report any concerns about their welfare to appropriate authorities."

The aim of the policy is to promote good practice, providing children and young people with appropriate safety/protection whilst in the care of BowlsWales and the National Governing Bodies and to allow staff and volunteers to make informed and confident responses to specific child protection issues. **A child is defined as a person under the age of 18 (The Children Act 1989).**

1.2 Background

The Welsh Government has adopted the UN Convention on the Rights of the Child as the basis of all work for children and young people in Wales. Seven core aims have been identified, which should inform all activities for children and young people:

- have a flying start in life.
- have a comprehensive range of education and learning opportunities.
- enjoy the best possible health and are free from abuse, victimisation and exploitation.
- have access to play, leisure, sporting and cultural activities.
- are listened to, treated with respect, and have their race and cultural identity recognised.
- have a safe home and a community which supports physical and emotional wellbeing.
- are not disadvantaged by poverty.

BowlsWales can make a significant contribution to the achievement of these outcomes for children involved in the sport. Organisations that provide services for children (defined in the Children Act 1989 as anyone under the age of 18 years) have a duty to safeguard and

promote their welfare. The Wales Safeguarding Procedures [Safeguarding Wales](#) (2019) help practitioners apply the legislation [Social Services and Wellbeing \(Wales\) Act 2014](#) and statutory safeguarding guidance [Working Together to Safeguard People](#). They are an essential part of safeguarding children and promoting their welfare and they outline the framework for determining how individual child protection referrals, actions and plans are made and carried out. They are based on the principle that the protection of children from harm is the responsibility of all individuals and agencies working with children and families, including those working or volunteering in sport. Partnership working and communication between agencies is identified as key in order to identify vulnerable children and to help keep them safe from harm and abuse.

The Wales Safeguarding Procedures are made-up of 2 sections to cover the whole-life age range:

- Procedures that are specific to children
- Procedures that are specific to adults at risk
- Procedures relating to allegations against practitioners

The sections provide clear guidance on:

- Safeguarding principles
- Early intervention and help
- Duty to report
- Initial Enquiry and Responding to a Report, including timescales.
- Decision Making
- Planning and Intervention
- Cross-border working

The implementation of this safeguarding policy, associated procedures and practice guidelines will help to minimise the risk of abuse, foster an environment where concerns can be shared, and inappropriate behaviour challenged and provide parents and carers with reassurance that they are leaving their children in a safe setting.

1.3 Statement of intent

BowlsWales acknowledges the duty of care to safeguard and promote the welfare of children and is fully committed to developing robust policies and procedures that minimise the risk of children experiencing abuse within the sport setting.

BowlsWales aims to ensure all children have a positive, enjoyable and beneficial experience in bowls in a safe and child centred environment.

BowlsWales recognises that safeguarding is everyone's responsibility and expects all staff, members and volunteers to be fully committed to promoting and implementing the policy throughout the sport.

The Safeguarding Children Policy and Procedures are mandatory for anyone within the sport who is involved either directly or indirectly with children as part of their role in the sport. Anyone who supplies a service for children on behalf of the NGB or an NGB registered club must demonstrate that they have met equivalent standards as those set out in the policy and

will be required to comply with BowlsWales safeguarding procedures and guidance for the duration of their involvement with the sport.

1.4 Core Principles

The Policy is based upon the following fundamental principles:

- The welfare of children is paramount.
- Children's needs are the central consideration in all decision making.
- All children and young people, regardless of gender identity, sexual orientation, age, parental status, disability, religion or belief, ethnic or national origins, or socio/economic background have a right to be protected from abuse.
- There is a duty of care to safeguard children and work in partnership with relevant stakeholders (police, social services, NSPCC, children, parents/carers, other organisations) is key to meeting this responsibility as per Working Together guidance 2018.
- Safeguarding is everybody's responsibility as per the Wales Safeguarding Procedures 2019.

Safeguarding Policies should be reviewed every 3 years or whenever there is a major change in the organisation or in relevant legislation. BowlsWales will review their policy annually as set out in 1.10 – reviewing & monitoring.

1.5 Legal and Procedural Framework

The practices and procedures within this policy are based on principles contained within UK and International legislation and Government guidance.

Children Act 1989

- Aims to safeguard and promote the welfare of children. It gives duties and responsibilities to local authorities, courts, parents, and other agencies to protect children from harm and to meet their developmental needs. It is based on the idea that children are best cared for within their own families, but also allows for intervention when necessary.

Human Rights Act 1998

- The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to.

Data Protection Act 2018

- This Act updates the data protection laws in the UK implementing the General Data Protection Regulation (GDPR) which governs your personal data rights, and the way companies handle your data.

Sexual Offences Act 2003

- Defines and regulates sexual offences, including the protection of children from harm from other sexual acts and those in positions of trust.

Children Act 2004

- A development from the 1989 Act, reinforcing that all people and organisations working with children have a responsibility to help safeguard children and promote the safety and welfare of children across the UK.

Working Together to Safeguard Children Act 2018

- Statutory guidance outlining how all those working with children should be working together, including multi-agency working to safeguard and promote the welfare of children.

Rights of Children and Young Persons (Wales) Measure 2011

- Underlining Wales's commitment to children's rights and the United Nations Convention on the Rights of the Child (UNCRC). The measure places a duty on Ministers to have due regard to the UNCRC when developing or reviewing legislation and policy.

Protection of Freedoms Act 2012

- Covers various topics related to freedom of information, biometric data, surveillance, vehicles, criminal records, and human trafficking as well as the establishment of the Disclosure and Barring Service (DBS)

Social Services and Well-being (Wales) Act 2014

- Provides the legal framework for improving the well-being of people who need care and support, and carers who need support, and for transforming social services in Wales.

Wales Safeguarding Procedures and Practice Guides 2019

- Detailing the essential roles and responsibilities for practitioners to ensure that they safeguard children and adults who are at risk of abuse and neglect.

Children (Abolition of Defence of Reasonable Punishment) (Wales) Act 2020

- Helps protect children's rights by prohibiting the physical punishment of children. This means physically punishing children is no longer acceptable in Wales for parents, carers and anyone acting in loco parentis in any setting in Wales.

"Position of Trust" Sexual Offences Act 2003

'Position of Trust' is a legal term defined in the Sexual Offence Act 2003. In section 22 it is explained that as an adult "caring for, training, supervising or being in sole charge" of a child under the age of 18.

1.6 Objectives

BowlsWales is highly committed to fulfilling its safeguarding responsibilities in collaboration with all National Governing Bodies for the various forms of bowls in Wales. The key objectives include:

- To ensure everyone understands their roles and responsibilities in respect of safeguarding and is able to contribute effectively to the safeguarding process.
- To ensure that all those working or volunteering with children within the sport are able to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people and able to contribute effectively to safeguarding.
- To ensure everyone has access to opportunities to learn about safeguarding at a level commensurate with their role and responsibilities.
- To promote safe practice and ensure appropriate and timely action is taken to address poor practice.
- To ensure that all allegations or suspicions of abuse are reported to the police and/or social services and contribute as required to the child protection process.
- To foster effective partnerships with NGB's and clubs to promote safeguarding and effectively manage the sport's response to concerns arising.
- To manage effectively information sharing with other relevant agencies in the interests of safeguarding children.
- To operate robust recruitment and selection process to help deter and prevent unsuitable people from becoming involved in the sport and ensure anyone who is subsequently considered unsuitable is removed.

1.7 BowlsWales and NGB's responsibilities

The overall responsibility for safeguarding rests with the BowlsWales Board who will ensure the BowlsWales procedures for safeguarding and promoting the welfare of children comply with the Wales Protection Procedures 2019. BowlsWales has appointed a Lead Officer for Safeguarding who will be responsible for managing the response to safeguarding concerns and supporting the implementation of the policy.

BowlsWales will actively work towards ensuring that there is a nominated safeguarding/welfare officer for each club, activity or event that involves children.

BowlsWales will develop and monitor an implementation plan that sets out how BowlsWales will work towards meeting the requirements of the Framework for Safeguarding and Protecting Children in and through Sport (NSPCC CPSU 2009).

BowlsWales is responsible for coordinating the regulation by NGB's for the conduct of individuals within the sport of Bowls in Wales. Working with the NGB's, we will work in partnership to ensure that all concerns, allegations or suspicions of abuse in relation to any child are swiftly reported to the Police and/or Social Services and all relevant information is shared to support these organisations to fulfil their safeguarding roles.

BowlsWales has established a Case Management Group, which is made up of individuals with the appropriate safeguarding knowledge, skills and experience. The Group will be responsible for determining the appropriate course of action in the event of a safeguarding concern. This will include:

- Reporting of abuse cases to external authorities, if this has not already taken place.
- Agreeing any necessary interim protection measures pending the outcome of the case e.g., suspension of membership.
- Agreeing appropriate remedial action.

In the event of an allegation against a BowlsWales member, employee or other person with an involvement in the sport, BowlsWales will take action to ensure young people are protected and, where appropriate will support the prosecution of individuals accused of abuse of a child/children.

BowlsWales will work in partnership with National Governing Bodies and their clubs and other relevant organisations to ensure all other safeguarding related misconduct or poor practice issues/non-compliance or lower level concerns with policy are appropriately addressed.

BowlsWales and the National Governing Bodies strongly encourage a safeguarding/welfare officer who will have the key responsibility for safeguarding is appointed within their club.

BowlsWales will require all adults who work or volunteer with children or have responsibility within the sport to attend a basic safeguarding awareness course. For further information of safeguarding training, please follow the BowlsWales website for more information - www.bowls-wales.com

BowlsWales will operate robust safe recruitment and selection processes and will include a requirement for all existing and new staff and members who are working with children (paid or unpaid) to complete a Disclosure and Barring Service (DBS) Check. Follow BowlsWales' safe recruitment policy and/or be subject to interview and references may be asked for.

BowlsWales recognises the importance of providing support to clubs and bowlers by offering

advice and guidance to comply with the requirements of the policy and procedures and will seek to facilitate the provision of accessible safeguarding training and other learning opportunities.

1.8 Club Responsibilities

All NGB registered clubs that provide activities and opportunities for children have a duty of care to take reasonable steps to ensure their safety and wellbeing.

BowlsWales with the support of the National governing bodies for bowls in Wales will require:

- Formally sign up to the NGB policy and procedures or adopt a club policy that complies with Regional Safeguarding Board and NGB requirements.
- Ensure a senior official within the club has the overall responsibility for safeguarding.
- Identify at least one individual designated person (Welfare/Safeguarding Officer) within the club to take the lead responsibility for safeguarding. This role should include:
 - Responding to child protection and poor practice concerns in partnership with the BowlsWales Lead Officer and local statutory agencies if required
 - Promoting the welfare of children and importance of safeguarding
 - Involving young people in the safeguarding process, wherever possible
 - Supporting club staff and volunteers to understand their safeguarding role and responsibilities.
 - Carrying out regular reviews of safeguarding within the club and ensuring any identified risks are appropriately managed.
 - Promoting safe recruitment and selection practices
- Ensure all staff and volunteers who are working directly or indirectly with children receive appropriate training such a Time to Listen and have access to advice on child protection and safeguarding and promoting the welfare of children through the club welfare officer.
- Ensure safe recruitment and selection practices are in operation for all new staff and volunteers working with children.
- Ensure that any concerns about poor practice by existing staff and volunteers are addressed.
- Engage with young people and their parents/carers to encourage them to feel able to raise concerns and support them to understand how they can contribute to safeguarding.

It is important to remember that it is not the role of anyone within the sport to investigate suspected or alleged abuse. It is everyone's responsibility to ensure that all concerns are reported without delay, in line with BowlsWales' policy to the Club Safeguarding Officer, organisation's Lead Safeguarding Officer, Social Services and/or the Police.

1.9 Equality

BowlsWales recognises the importance of ensuring that there are procedures in place that ensure all children are protected from abuse and poor practice. BowlsWales acknowledges that some children, including young people with disabilities or children from an ethnic minority community can be more vulnerable to abuse. Care will be taken to ensure additional safeguards are in place to take account of individual needs and recognise that there may be additional challenges that need to be addressed to help all young people raise concerns.

1.10 Review and monitoring

The policy will be reviewed on an annual basis, and in light of:

- Changes in relevant legislation and/or government guidance
- Requirements of the Regional Safeguarding Boards, NSPCC Child Protection in Sport Unit & Sport Wales
- Learning from serious cases

In addition, BowlsWales will review the effectiveness and implementation of the policy and procedures by:

- Monitoring compliance with the policy and procedures.
- Providing reports to the Board on all matters relating to safeguarding.
- Carrying out case reviews following the conclusion of any major child protection case within the sport.
- Reviewing the outcomes for the child in cases where BowlsWales, NGB or club has taken action.
- Seeking the views of key stakeholders in the sport, including young people.

SECTION 2 – ABUSE AND POOR PRACTICE

2.1 Recognising Abuse

Children and young people can be abused either through someone inflicting harm or failing to act to prevent harm. Abuse can be carried out by someone known to the child or (more rarely) by a complete stranger, and by both adults and children of any gender. It is not always easy to recognise abuse, especially as many of the indicators can have other reasonable explanations.

Abuse in all of its forms can affect a child at any age and its impact can be so damaging that, if not addressed, it may follow the individual into adulthood. It is important that everyone understands what constitutes abuse, indicators of abuse, what to do, and where to seek advice if abuse is suspected or alleged.

The Wales Safeguarding Procedures 2019 [Safeguarding Wales](#) provides the following definitions of abuse:

Emotional

Emotional abuse is the ongoing emotional maltreatment of a child. It's sometimes called psychological abuse and can seriously damage a child's emotional health and development. Emotional abuse can involve deliberately trying to scare or humiliate a child or isolating or ignoring them. Emotional abuse also includes: humiliating or constantly criticising a child threatening, shouting at a child or calling them names making the child the subject of jokes, or using sarcasm to hurt a child blaming, scapegoating making a child perform degrading acts not recognising a child's own individuality, trying to control their lives, pushing a child too hard or not recognising their limitations, exposing a child to distressing events or interactions such as domestic abuse or drug taking.

Children who are emotionally abused are often suffering another type of abuse or neglect at the same time.

Sporting examples of emotional abuse may include:

- name-calling, sarcasm, bullying and/or racism
- children being subject to constant criticism
- continually diminishing a child's efforts
- placing intolerable pressure on a child to train and/or win
- imposing developmentally inappropriate expectations on a child; unrealistic pressure to perform to high expectations (this may be from parents or coaches).

Neglect

This means a failure to meet a person's basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the person's well-being. Neglect can include the failure to protect a child from exposure to any kind of danger, including cold, starvation or extreme failure to carry out important aspects of care, resulting in the significant impairment of the child's health or development. It's important to note that neglect can be both intentional and unintentional.

Neglect in a sport may occur if the responsible adult failed to adequately look after children in their care, keep them safe or and/or comfortable, leading them to be placed at risk of harm for example by consistently failing to ensure the use of appropriate protective equipment or clothing suitable to adverse weather conditions.

Physical

Physical abuse means deliberately hurting a child or young person. It includes: physical restraint; such as being tied to a bed, locked in a room inflicting burns cutting, slapping, punching, kicking, biting or choking stabbing or shooting withholding food or medical attention drugging denying sleep inflicting pain shaking or hitting babies fabricating or inducing illness

Sporting examples of physical abuse could include:

- provision of performance enhancing drugs
- forcing a child into overtraining, a physically exhausting and painful training regime
- designing an intensity of training that fails to consider the capacity of the child's immature and growing body
- controlled dieting and/or delaying puberty
- hitting or slapping a child as a form of punishment

Sexual

There are 2 different types of child sexual abuse. These are called contact abuse and non-contact abuse. Contact abuse involves: touching activities where an abuser makes physical contact with a child, including penetration. Non-contact abuse involves: non-touching activities, such as grooming, exploitation, persuading children to perform sexual acts over the internet and flashing. It includes encouraging a child to watch or hear sexual acts, not taking proper measures to prevent a child being exposed to sexual activities by others, meeting a child following sexual grooming with the intent of abusing them, online abuse -including making, viewing or distributing child abuse images allowing someone else to make, view or distribute child abuse images, showing pornography to a child, sexually exploiting a child for money, power or status (child exploitation).

Sporting examples of sexual abuse could include:

- inappropriate touching when supporting a coaching technique
- taking inappropriate photographs or videos of young people
- encouraging children to behave in sexually inappropriate ways
- engaging in romantic or sexual relations with a child online including text messages

In sport, activities which might involve physical contact with children could potentially create situations where sexual abuse may go unnoticed. Also, the power of the coach over young athletes, if misused, may lead to sexually abusive situations developing. There have been a significant number of sexual abuse cases in sport, many of which have involved coaches, both male and female, who have manipulated the child and abused their position of trust.

***Please refer to the linked policies in appendix 6 for BowlsWales Guidelines for Physical contact with children & young people**

Financial Abuse

Financial abuse includes theft, fraud, pressure about money, misuse of money. Whilst this category may be less prevalent for a child, indicators could be: Not meeting their needs for care and support which are provided through direct payments.

- Complaints that personal property is missing.
- Unexplained withdrawal of funds from accounts.
- The family or others show unusual interest in the assets of the person.
- Disparity between the person's living conditions and their financial resources, e.g., insufficient food in the house.

Bullying

Bullying may be perpetrated by another young person or group of people, or by an adult. Bullying is defined as deliberate hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. Bullying can be split into the following categories:

- Emotional – being unfriendly, excluding, tormenting (e.g., hiding belongings, threatening gestures).
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – focusing on the topic of sexuality
- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Cyber/online – all areas of the internet including social media, text messaging and calls, emails, chat room misuse, misuse of associated technology e.g., camera and video facilities.

As well as the above, sporting examples of bullying may arise when a parent or coach pushes the child too hard to succeed, or a rival athlete or official uses bullying behaviour.

Signs of bullying can include:

- Behavioural changes such as reduced concentration and/or becoming withdrawn, clingy, depressed, tearful, emotionally up and down, reluctance to go to training or competitions.
- An unexpected drop off in performance.
- Physical signs such as stomach aches, headaches, difficulty sleeping, bet wetting, scratching and bruising, damaged clothes, bingeing e.g., on food, alcohol or cigarettes.
- A shortage of money or frequent loss of possessions.

As well as the five overarching categories of abuse outlined in the Wales Safeguarding Procedures 2019, it's important to recognise other forms of abuse that children may or may not fall within the categories outlined above. These include **grooming, trafficking, criminal exploitation, sexual exploitation, online abuse, harmful practices related to tradition, culture, religion or superstition** (including forced marriage and FGM), **domestic abuse** and **radicalisation**.

2.2 Abuse of a Position of Trust

A relationship of trust exists where an adult, by virtue of their role, is in a position of power or influence over a young person. The Sexual Offences Act (2003) states that it is a criminal offence for a person in a position of trust defined within the scope of the Act, to engage in any sexual activity with a person over sixteen but under the age of 18 with whom they have a relationship of trust, irrespective of whether the young person has ostensibly consented to the relationship. Under section 22A of the Sexual Offences Act (2003), this position of trust extends to sports coaches and therefore it is a criminal offence to engage in sexual activity within a relationship of trust within a sports setting. Furthermore, in defined circumstances, young people aged 16 and 17, despite reaching the age of consent for sexual activity, are vulnerable to sexual abuse and exploitation.

[Preventing abuse in positions of trust in sport \(thecpsu.org.uk\)](http://thecpsu.org.uk)

Those in authority positions in sport can have a positive influence on the welfare of a young person, by providing role models or someone to turn to if they have a concern. But it is important to have clear boundaries in place for the safety of both the young people and the staff, to ensure exploitation cannot take place. Adults must not behave in a manner that would encourage any attraction to develop. However, in the event that a young person displays signs of attraction to the adult within the relationship of trust, this must be reported to the Club Welfare Officer. If appropriate, the adult may need to remove themselves from the relationship of trust.

2.3 Indicators of Abuse

Even for those experienced in working with child abuse, it is not always easy to recognise a situation where abuse may occur or has already taken place. Indications that a child is being abused may include one or more of the following:

- unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries
- an injury for which an explanation seems inconsistent
- the child describes what appears to be an abusive act involving them
- another child or adult expresses concern about the welfare of a child
- unexplained changes in a child's behaviour, e.g., becoming very upset, quiet, withdrawn or displaying sudden outbursts of temper
- sexual awareness not typically associated with the child's age or stage of development
- engaging in sexually explicit behaviour
- distrust of adults, particularly those whom a close relationship would normally be expected
- difficulty in making friends
- being prevented from socialising with others
- displaying variations in eating patterns including overeating or loss of appetite
- losing or gaining weight rapidly and/or without apparent reason
- becoming increasingly dirty or unkempt

The above list is not exhaustive and the presence of one or more of the indicators should not be accepted as proof that abuse is taking place. It is **NOT** the responsibility of those involved in bowls to decide that child abuse is occurring. However, it is **everyone's** responsibility to be vigilant and act on any concerns.

2.4 Poor practice

There are some behaviours or practices that would be considered poor practice and although highly unacceptable within the sport, would not be fully encapsulated by the definitions of abuse. Nevertheless, they must always be reported, addressed and action taken to prevent reoccurrence.

In some cases, there is a fine line between poor practice and abuse, and it may be important to seek guidance from Social Services and/or the Police before a concern is treated as poor practice. If, following consideration by the Welfare Officer, senior officials and, if appropriate, following consultation with statutory authorities and BowlsWales a concern is deemed to be a matter of poor practice rather than abuse, a suitable course of remedial action should be agreed.

Although it is often possible to resolve poor practice through guidance, mentoring and additional training, particularly where the individual is willing to accept their conduct was inappropriate, in some instances, poor practice concerns need to be managed as a disciplinary matter by invoking the appropriate policy and procedures.

Practices never to be sanctioned.

The following practices are known to be significant risk factors in cases of abuse and can never to be condoned:

- Taking children to your home or other secluded place unaccompanied by others.
- Engaging in rough, physical or sexually provocative games.
- Sharing a room with a child, e.g., overnight, when travelling.
- Allowing or engaging in any form of inappropriate touching.
- Making sexually suggestive remarks.
- Reducing a child to tears as a form of control.
- Allowing children to use inappropriate language unchallenged.
- Allowing allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Carrying out personal care for a child that the child can do unaided
- Departing from the premises without first supervising the safe dispersal of the children.
- Abusing a privileged position of power or trust.
- Resorting to bullying tactics, or verbal abuse.
- Causing a participant to lose self-esteem by embarrassing, humiliating or undermining the individual.
- Spending excessive amounts of time alone with children away from other adults.

It may sometimes be necessary for adults to do things of a personal nature for children, particularly if they are young or are disabled. This would include tasks such as removing outer layers of clothing, tying up hair etc. These tasks should only be carried out with the full understanding and (preferably written) consent of parents and the children involved.

There is a need to be responsive to a person's reactions. If a person is fully dependent on you, talk with them about what you are doing and give choices where possible. This is particularly so if you are involved in a task that involves physical contact. Avoid taking on the responsibility for tasks for which you are not appropriately trained.

Some children, particularly children with learning disabilities or serious physical disabilities may not be toilet trained or require significant assistance to use these facilities. In some situations,

this may lead to increased vulnerability both for the child and the person providing the care, particularly as some children with learning disabilities can find it difficult to set and maintain physical boundaries. Therefore, where a child requires this type of care, a parent/carer or someone trained in the provision of intimate care must be on hand to address these needs.

Incidents that must be reported/recorded

In the event that any of the following incidents occur, they should be reported immediately to the appropriate welfare officer – Club or NGB Lead, who must make a record of the incident and ensure the parents of the child are informed:

- if you accidentally hurt a child
- if a child seems distressed in any manner
- if a child appears to be sexually aroused by your actions
- if a child misunderstands or misinterprets something you have done.

It is essential that everyone challenges poor practice, even where there is a belief that the motives of an individual are well meaning. Failure to challenge poor practice can lead to an environment where abuse is more likely to remain unnoticed.

3 - RESPONDING TO REPORTS, DISCLOSURES AND CONCERNS

3.1 Introduction

Child abuse concerns can arise in many different situations and contexts. It is not the role of anyone within the sport to investigate possible child abuse concerns, but it is essential that all staff and volunteers clearly understand the action that must be taken in the event of:

- A direct disclosure of abuse from a child or young person
- A disclosure from an adult of abuse that occurred during their childhood (historical or non-recent abuse)
- Observed abuse, neglect or poor practice
- Observed concerning changes in a child's behaviour, appearance or relationships, or other possible indicators of abuse
- A report from a third party (e.g., another young person or adult within the club) or via an external organisation

The following procedures outline the steps that should be taken and provides guidance on sharing relevant information with Social Services and/or Police and other relevant organisations without delay and within agreed protocols.

Child protection concerns fall into two categories:

- Internal – arising from behaviour or experiences within the sports organisation or environment (e.g., allegations of abuse by a coach).
- External – arising outside the organisation (e.g., allegations of abuse at home or bullying in school).

Everyone has a responsibility to respond to any concerns about the welfare of young people as outlined in the Wales Safeguarding Procedures 2019 - irrespective of whether the cause of the concern is internal or external - and to ensure that they take action by reporting this in line with the organisation's procedures. In some cases, sharing a concern will not trigger an investigation, but may help to build up a picture, along with information from other sources, which suggests that a child may be suffering harm.

If any person has knowledge, concerns or suspicions that a child is suffering, has suffered or is likely to be at risk of harm, it is their responsibility to ensure that the concerns are referred to the NGB's Lead Safeguarding Officer, social services &/or the police, who have the statutory duties and powers to make enquiries and intervene when necessary.

3.2 Responding to a disclosure from a child

If a child discloses that they or another young person is being abused, the person receiving the information should:

- Stay calm and ensure that the child feels safe and is not at any immediate risk.
- Show the child that you have heard what they are saying, and that you take their allegations seriously.
- Encourage the child to talk, but do not prompt or ask leading questions. Don't interrupt when the child is recalling significant events. Don't make the child repeat their account.
- Recognise any difficulties the child may have in explaining the incidents.

- Reassure the child that they have done the right thing in revealing the information.
- Explain what actions you must take, in a way that is appropriate to the age and understanding of the child.
- Do not promise to keep what you have been told secret or confidential, as you have a responsibility to disclose information to those who need to know. Reporting concerns is not a betrayal of trust.
- Write down as soon as you can and no later than 24 hours what you have been told, using the exact words if possible.
- Record in writing what was said using the child's own words as soon as possible using BowlsWales's reporting form found in the appendices. The following information should be included:
 - Dates and times
 - Any names mentioned
 - To whom the information was given
 - Information that is fact, hearsay or opinion should be noted as such
 - Ensure the record is signed and dated.

If the child indicates that he/she does not wish others to be informed about the allegations, it is important to sensitively explain why you need to share the information.

Actions to avoid:

- Dismissing the concern
- Panicking
- Allowing shock or distaste to show
- Probing for more information than is offered
- Promising to keep the disclosure secret
- Speculating or making assumptions
- Approaching the accused person (this may put a child at further risk and/or jeopardise a criminal investigation).
- Investigation of the disclosure
- Making negative comments about the accused person.

3.3 Responding to bullying

All forms of bullying are unacceptable and will not be tolerated. It is important to ensure children are adequately supervised at all times, to help identify and take action to address any early signs of bullying. The provision of an open environment where children are encouraged to report any bullying concerns is vital in tackling bullying. The following action should be taken should any incident of bullying occur:

- Offer the bullied person reassurance and try to gain their trust.
- Explain that someone in authority needs to be informed about the bullying.
- Report suspicions or concerns to the person in charge or the club welfare officer if they are present.
- Talk to the bully/bullies separately from the bullied person and try to get them to understand the consequences of their actions.
- Ask the bully/bullies to apologise to the victim if appropriate.
- Inform the parents of both the bullied and bullying children.
- Insist that any items taken from the bullied person are returned.
- Impose sanctions or disciplinary action if necessary.
- Encourage the bully/bullies to change his/her behaviour.

- Keep accurate records of what happened together with names of those involved and any action taken.

Children who have been bullied will often benefit from ongoing support to deal with the impact of bullying. As well as support from the club welfare officer, victims of bullying can benefit from peer support. It is important that parents/carers are involved as they are likely to be a key source of support. The club may consider holding a reconciliation meeting to help address the issues between the bully and the bullied young person. There are also a number of charities that can provide support to children who experience bullying e.g., Kidscape.

3.4 Reporting concerns

Regardless of how concerns may have arisen, the person who received the disclosure or witnessed an incident must ensure the information is reported. They must not allow personal opinions regarding the credibility of any individual, or the information they have received, to prevent them from making the referral. They should not worry that they may be mistaken as the responsibility to make the assessment of the concern rests with the statutory agencies.

In the event that abuse is suspected, the concern must be reported to Social Services and/or the Police without delay and in all cases, within 24 hours. The following action should be taken:

- Report your concerns to the welfare officer within your organisation. If they are not available, report the matter to a senior person within the organisation or contact the NGB Lead Officer.
- The Welfare Officer or senior person must refer the matter without delay to Social Services and/or the Police and inform the NGB. The police need only be called where there is immediate risk to a young person. If it is believed that there is no immediate danger, the initial referral should be made to Social Services. Concerns that arise outside office hours should be made to the social services emergency duty service or to the police.
- The parent/carer will be informed at the earliest opportunity, unless this is inconsistent with the need to ensure the child's safety, but advice should be sought from Social Services as to what information should be provided to parents, by whom and when.
- If a child is at immediate risk and action needs to be taken urgently, a 999 call must be made to the Police.
- In the event that there is any uncertainty as to whether a referral is appropriate, the NGB Lead Officer, NSPCC helpline (0808 800 5000) or Social Services will be able to offer advice on what action to take.

In the case of historical or non-recent abuse, disclosures must still be reported to BowlsWales Lead Safeguarding Officer, Social Services and/or Police, as above, as the perpetrator may continue to present a risk to other children.

3.5 Recording information

Although urgent referrals should not be delayed, Social Services or Police referrals should be confirmed in writing within two working days and a copy should also be provided to the NGB. The report can be made using the BowlsWales *incident report form found in the appendices and should contain the following information:

- Personal details of the child concerned including full name, age or date of birth, gender, ethnicity and address.

- Details of parent/carer and an indication of what, if any, information has been shared.
- The nature of the concerns.
- How and why those concerns have arisen.
- Description of any visible injuries including bruising.
- Any observed changes in child's behaviour, relationships, etc.
- Detailed description of any account of how any injuries occurred.
- Any times and dates or other relevant information.
- A clear distinction between what is fact, hearsay or opinion.
- Full details of the person about whom the concern/allegation is made including full name, date of birth, address, relationship the child concerned and/or position held in the club, if any.
- Any information you have on the child's developmental needs.
- Information about the person making the referral, including contact details, role and relationship to the child.

The contact details of the social services duty officer or police officer to whom the concerns were passed, together with the time and date of the call, and any agreed action to be taken should be recorded.

****Each organisation needs to have an incident report form – which has the Lead Officer's contact details on to return the form to and/or to any other statutory bodies also. Reference to relevant appendices here.***

3.6 Concerns within the Sport

Concerns that relate to BowlsWales staff, members or volunteers will be taken very seriously. Where there is a suspicion that a child has been abused by someone within the organisation, in addition to the above procedures, the individual may, in consultation with the statutory agencies, be placed under suspension pending the outcome of Social Services and/or Police enquiries.

In these cases, there may be three types of investigation:

- Criminal – conducted by the police.
- Child protection – carried out under section 47 (1) of the Children Act 1989 by social services and police.
- NGB disciplinary – conducted by the organisation on conclusion of statutory agency investigation,

BowlsWales will:

- Consider whether the subject has access to children elsewhere and if so who needs to be informed as per Working Together 2018 guidance.
- Work closely with social services and police and attend strategy meetings as required.
- Provide appropriate support to children, parents, and members who are affected by an abuse situation including, where appropriate, the alleged perpetrator.
- Follow up any external investigation with an internal action if required irrespective of the findings of a Police/Social Services investigation, BowlsWales will conduct an investigation to determine what, if any action is required to ensure children are safeguarded within the sport. Where disciplinary action is deemed appropriate, the civil standard of proof of the 'balance of probability' will be applied. Thus, the decision will rest on whether it is more likely than not that the allegation is true.

- Refer to the Disclosure and Barring Service e.g. Referrals anyone who has been excluded from the sport (or would or might have been excluded if the individual had not otherwise ceased involvement in the sport) on the grounds that they harmed a child, caused a child to be harmed, put a child at risk of harm, attempted to harm a child or incited another to harm a child.
- Review case and ensure any preventive measures within the sport are addressed

Reporting safeguarding concerns: Reporting concerns about a BowlsWales staff member or volunteer

Concerns arise about the behaviour of a member of staff, coach or volunteer towards a child/children (e.g. suspicions or allegations of poor practice or possible abuse)

Individual alerted to concerns reports to organisation/club/facility or event.
Safeguarding Officer completes the safeguarding incident report form and forwards a copy to the National Safeguarding Lead Officer.

Safeguarding Lead Officer (if appropriate in consultation with Case Management Group and / or Children's Social Care, Police or LADO) determines the route for further action to be taken (e.g. does the matter appear to be poor practice or possible abuse, and records actions taken and agreed).

Poor Practice/Breach of Code of Conduct

Concern dealt with as misconduct issue using complaints / disciplinary procedures as appropriate (in consultation with LADO).

Disciplinary investigation undertaken and hearing held.

Outcome of disciplinary process (e.g. no case to answer, advice or warning given, training/support required, other sanctions, or exclusion).

Consideration of referral to DBS, if appropriate

Possible Child Abuse/Criminal Offence

In consultation with statutory agencies and LADO:
Safeguarding LO consults with/refers to HR/Disciplinary lead/s re initiating disciplinary procedures, immediate temporary suspension (without prejudice), and notification of other organisations.

Disciplinary process initiated – investigation may be delayed pending outcome of statutory agencies' processes. Support

Full disciplinary investigation undertaken and hearing held outcomes and possible appeal.

Safeguarding LO consults with/refers to Children's Social Care/Police and LADO and follows this up in writing within 24 hours.

Children's Social Care and/or Police hold Strategy Meeting (may include sports organisation rep) and agree investigation process

Outcome of Children's Social Care or Police investigation (e.g. NFA, criminal prosecution, assessment of risk etc.)

**Reporting safeguarding concerns:
Reporting concerns about another organisation's staff member or volunteer**

(e.g. allegations reported about an individual working for partner organisation)

Concerns arise about the behaviour of a member of staff, coach or volunteer from another organisation towards a child/children or adult

(e.g. suspicions or allegations of poor practice or possible abuse)

Individual alerted to concerns reports to organisation/club/facility or event. Safeguarding Officer completes the safeguarding incident report form and forwards a copy to the National Safeguarding Lead Officer.

Safeguarding Lead Officer (if appropriate in consultation with Case Management Group and / or Children's Social Care, Police or LADO) determines the route for further action to be taken (e.g. does the matter appear to be significant poor practice or possible abuse, and records actions taken and agreed).

Inform subject of concerns of intention to pass information to employing / deploying organisation safeguarding lead in line with safeguarding policy and / or any inter- organisation information

If matter appears urgent and indicates a high level of risk to child/ren, either contact Children's Social Care or Police direct to refer,

or

Contact the safeguarding lead in the individual's employing/deploying organisation to pass on the information. Secure and record their commitment to refer to statutory agencies and seek confirmation when this has been undertaken.

Contact safeguarding lead in employing / deploying organisation and pass on concerns. Record actions and plans agreed. Follow up in writing within 24 hours, cc'ing the individual.

Safeguarding Lead Officer records actions and plans agreed and follows up referrals in writing within 24 hours.

**Reporting safeguarding concerns:
Reporting concerns about children & young people arising outside of sport**

(e.g. at home, school or in the community)

Member of staff, coach or volunteer made aware of concerns about child's welfare or safety.

(e.g. suspicions of bullying at school, allegations of abuse within the family etc.)

If child requires immediate medical attention arrange this and ensure that medic is informed that there may be a child protection concern or allegation.

Member of staff, coach or volunteer reports to/consults with organisation/club/facility or event Safeguarding Lead Officer, and completes the safeguarding incident report form and forwards a copy to the Safeguarding Lead.

Safeguarding Lead Officer makes decision on immediate referral to or consultation with Children's Social Care or Police; records actions taken / agreed (including who will inform parents).

Safeguarding Lead Officer sends written safeguarding report to Children's Social Care / Police within 24 hours, and considers need for support or advice for original referrer or others involved.

3.6 Confidentiality and information sharing

Sharing information is a critical element of safeguarding and protecting children. Consent should normally be sought from the subject/s of the information in order for it to be shared, but, in the interests of child protection, it may be necessary for information to be shared with relevant staff and volunteers within an NGB, Social Services, the Police without consent if there is reason to believe that seeking consent could place a child at risk of significant harm.

BowlsWales will only share confidential information without consent where there is a reasonable belief that failure to disclose would place the child or others at increased risk of significant harm and/or would undermine the prevention, detection or prosecution of a serious crime.

All staff, members and volunteers are expected to ensure that information relating to a child protection concern is passed to the appropriate person within the NGB or club to enable appropriate action to be taken. It is essential that only those who need to know are informed.

The decision to share will be taken by the designated Lead Officer and/or Welfare Officer, in consultation with a senior official and/or deputy welfare officer, providing that this will not delay the referral. Confidential information will only be passed to agencies that require access for safeguarding purposes on a 'need to know' basis. A record will be maintained of the reason for the disclosure, to whom it was shared and the details that were provided.

Further information on sharing information and consent can be found here [Wales Safeguarding Procedures – consent](#)

3.7 Whistle blowing

Safeguarding children and young people requires everyone to be committed to the highest possible standards of openness, integrity and accountability. BowlsWales supports an environment where staff and volunteers, members and their parents/carers and the public are encouraged to raise safeguarding and child protection concerns. Anyone who reports a legitimate concern to the organisation will be supported and all concerns will be taken seriously.

It is acknowledged that individuals are often very reluctant to report concerns through fear of negative reprisal. BowlsWales will take action against anyone who has harassed or victimised a whistleblower. The identity of individuals who wish to remain anonymous will not be disclosed without first taking time to explain the circumstances in which the disclosure may be desirable.

In the first instance, poor practice concerns that relate to a club should be referred to the club welfare officer or senior official, except where:

- The whistleblower believes there would be a risk of victimisation, either to the whistleblower or child/children, if the matter was raised internally within the club; or
- The whistleblower has already raised the matter internally and the matter was covered up or no action was taken, and the situation remains unchanged.

Please refer to the linked policies in appendix 6 for *BowlsWales Whistleblowing policy*.

3.8 Media interest

Incidents of child abuse can generate significant media interest. Anyone who is approached by the media should refrain from providing any information and should follow the following guidance:

- Take a note of the journalist's name and contact details and whom they represent.
- Establish exactly what information the journalist requires.
- Establish whether the journalist is working to any deadlines and inform them that the matter will be referred to the NGB to discuss a response.
- Inform the appropriate Welfare Officer or person in charge who must refer the matter to the BowlsWales Lead Officer who will assist in formulating an appropriate response in consultation with senior officials/management.
- A copy of the response will be sent to the journalist and other relevant individuals.

3.9 Support services

Both the victim of abuse and anyone who is investigated for allegations of abuse may benefit from information about support services. It is also useful to provide this information for anyone else who has been affected by an incident of abuse, including family members, those involved in responding to the incident, and sometimes other children, parents or club members.

Anyone who has made a disclosure of abuse, has been the subject of an allegation, or has been indirectly affected by an incident will be offered information on support services. Anyone within the organisation who is the subject of an abuse allegation will also be provided with contact details for support services they may require.

4 - SAFE RECRUITMENT AND SELECTION

4.1 Introduction

Although the vast majority of people seeking to work or volunteer with children do not present a risk to children, it is accepted that some individuals have inappropriate motives in seeking this type of work. Safe recruitment and selection procedures should help to deter or prevent inappropriate individuals from gaining positions as well as clarifying the club's commitment to safeguarding high standards of behaviour.

BowlsWales is committed to applying a robust recruitment and selection process and recruit individuals who share BowlsWales values and approach to safeguarding. All NGB registered clubs should make sure that they also adopt these processes. These procedures should apply to both paid and voluntary positions, even where there is only one applicant for a position.

These procedures are not applicable in the following cases:

- Parents/carers whose only role is to care for their own child.
- One-off volunteers who only have contact for a short period, e.g., young people on work experience, helpers at fundraising events, and are always supervised by appropriately recruited and vetted individuals. For more information on who is eligible for a DBS Check please click on this link [DBS eligibility guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

In positions where a DBS check has been deemed by the organisation to be required, these must be repeated at regular intervals of no more than three years throughout the period of employment (paid posts) or deployment (volunteers).

BowlsWales recognises the importance of robust recruitment and selection practices and will ensure all safeguarding issues are considered throughout the process. The following procedures will be applied for all roles working with children:

4.2 Planning

All positions should have a job/role description that describes the range of duties the role will involve, and a person specification that describes the required attributes. The person specification should be divided into 'essential attributes' which describe what each candidate must be able to demonstrate immediately and 'desirable attributes' that describe qualities that would enable a candidate to perform the duties better and, if not currently possessed, may be gained in time. All person specifications for roles working with children should include suitability to work with children as an 'essential' criterion.

Please refer to the linked policies in appendix 6 for BowlsWales 'Role description template'

Any advertising and information sent to potential applicants should make specific reference to safeguarding and promoting the welfare of children and highlight that the post involves working with children and will therefore require the completion of a DBS Check.

4.3 Pre interview

All applicants should be required to complete the BowlsWales application form which can be found in the appendices. This requires the applicant to supply the following information:

- Current and any former names, address and other contact details.
- National Insurance number to confirm the right to work.
- Information on relevant academic or vocational qualifications and details of the awarding body.
- Membership details of NGB.
- A full history of any paid or voluntary positions working with children, with start and end dates and reasons for leaving.
- A statement of the personal qualities and experience that demonstrate the applicant's suitability for the position and how she/he fulfils the person specification.
- Contact details of at least two referees, one of whom should be a previous employer or club. The application form should indicate that references will be sought for short-listed candidates prior to the interview, unless the applicant has a justifiable reason for not seeking references in advance.

All applicants should be assessed against the criteria contained in the person specification and a short list prepared. Any concerns and unexplained gaps from the application forms should be noted and addressed with the applicant at interview.

Clubs should contact the NGB or BowlsWales to ask that they provide any relevant information regarding the applicant's suitability to work with children and to confirm coaching qualifications, if appropriate.

4.4 Interview

All potential staff or volunteers should be interviewed or be asked to attend a meeting with a minimum of two representatives of the club prior to any position being confirmed. They should be asked to bring evidence to verify their identity and confirm the right to work in the UK and proof of any relevant qualifications.

The interview process and questions should be agreed in advance, and should take account of the interview's two main functions:

- a) to explore the applicant's qualities in relation to the requirements of the job, and
- b) to assess an applicant's suitability to work with children.

The interview should explore any gaps and inconsistencies in the application form, and assess suitability to work with children by examining the applicant's commitment to safeguarding by asking questions that probe the applicant's underlying attitudes and behaviours relating to working with children.

4.5 Pre-recruitment checks

The successful candidate should be asked to complete a DBS Check prior to commencing any aspect of their role that involves contact with children. Where the candidate has been

resident in a foreign country, it is unlikely that a DBS check will suffice. The NGB should seek to access information from the relevant country of origin/residence.

All appointments should be confirmed by the Executive Committee (or relevant body) on confirmation that the individual has completed the DBS check and that it has been approved or any conditions agreed by BowlsWales or NGB or club have been met.

4.6 Induction

All new staff and volunteers should:

- Complete an induction process to familiarise them with the organisation's policies and procedures and the responsibilities of the post, including safeguarding.
- Be required to sign up to the organisation's constitution, rules, guidelines, codes of conduct, regulations and policies.
- Register as a member of the NGB (if required).
- Attend a recognised safeguarding and protecting children course as soon as possible and no later than six months after taking up their post.
- Complete a probationary/trial period (usually 6 months).

4.7 Monitoring and appraisal

At regular intervals all new and existing staff and volunteers should be given the opportunity to receive and provide feedback relating to their role. All new staff and volunteers should have access to support from a mentor and receive a formal appraisal at the end of their probation period. After this period, appraisal should be provided at regular intervals and a formal appraisal covering safeguard practice completed annually.

5 - PRACTICE GUIDANCE

5.1 Supervision

It is essential that appropriate ratios for supervision are adopted, and everyone is clear of their supervisory responsibilities. Ratios of adults to children should be determined by considering age, the nature of the activity and where it is taking place.

For club training, BowlsWales would recommend a minimum ratio of 1 adult to 10 children.

*For events away from the regular club training venue there should be a higher ratio of adults to children. This ratio should be increased for children under the age of eight.

On all occasions, there must always be a minimum of two responsible **adults present. This ensures there is supervision in the event of an accident or incident that requires one of the adults to leave the group to accompany a child.

**Male to Female ratios also need to be considered here dependent on the participant's gender.

Please refer to the linked policies in appendix 6 for *BowlsWales 'Supervision of children and young people.*

5.2 Changing facilities

The use of changing facilities can be difficult to regulate where training venues are open to the public and may be mixed gender. All BowlsWales clubs should develop a policy that fits with the specific circumstances in which they operate. The following principles should be adopted:

- Where a club is fully responsible for changing facilities, adults should not be permitted to get changed in these facilities at the same time as children.
- Parents should only be in the changing room to assist their child if the age group using the facilities are under-8 years old. Additional arrangements may be required if there are young people with disabilities in the group.
- There must be separate changing facilities or changing times for males and female.
- No-one should enter changing rooms whilst these are being used by members of the opposite gender.
- The use of photographic devices, including mobile phone cameras and tablets must not be permitted in changing facilities.
- Codes of conduct should cover behaviour whilst using changing facilities.
- Children should be aware that incidents in the changing facilities should be reported without delay.
- Clubs that are unable to provide safe changing room facilities must ensure participants arrive wearing their training clothes

5.3 Codes of conduct

It is important that everyone within the sport is clear about what is considered acceptable conduct when working with children. All staff, members, players and volunteers must promote good practice and ensure poor practice is challenged.

Adhering to the following code of good practice will also help avoid positions where both the responsible adult and the child are vulnerable and create a positive environment within the sport:

- Always ensure that there is at least one other responsible adult present during training sessions.
- Treat all children fairly, and with respect and dignity.
- Always put the welfare of each child first, before winning or achieving goals.
- Maintain appropriate boundaries in relationships with children, and do not engage in sexual or romantic relationships with young people (including those aged 16 and 17 years) where you are in a position of trust in relation to them. This is now a criminal offence as per the Sexual Offences Act 2003.
- Build balanced relationships based on mutual trust which empowers children to share in the decision-making process.
- Make sport fun, enjoyable and promote fair play.
- Ensure that if any form of manual/physical support is required, it is provided openly and according to coach education guidelines. Care is needed, as it can be difficult to maintain appropriate hand positions when a child is moving. Young people and their parents should always be consulted, and their agreement gained.
- Keep up to date with technical skills, qualifications and insurance in sport.
- Ensure parents/carers understand what is expected of them e.g., that they accept responsibility for transporting their child to and from the sport/ activity, and for bringing and collecting their child on time.
- Request written parental consent if club officials wish to organise group transport to an event.
- Always ensure parents, teachers, coaches or officials work in pairs if supervising young people, particularly in changing areas.

Please refer to the linked policies in appendix 6 for *BowlsWales Code of Conduct templates*.

5.4 Photography and use of imagery

BowlsWales believes it is important that parents/carers are able to celebrate the achievements of their children through photographs/film. In addition, BowlsWales recognises that promoting images/videos of the sport will help encourage increased participation. However, BowlsWales acknowledges that there are risks to children associated with the use of photographs/videos on sports websites, social media avenues and other publications.

Photographs/Videos can be used as a means of identifying children when they are accompanied with personal information. This information can make a child vulnerable to an individual who may wish to "groom" the child for abuse. In addition, the content of the photo/video can be used or adapted for inappropriate use.

BowlsWales does not advocate the banning of photography or filming but recognises the importance of putting in place appropriate safeguards to ensure a safe sporting environment for children and young people and allow children (and their parents/carers on

their behalf) the right to decide whether their photograph/video is taken, and how the images may be used.

Photography and Videoing at events

BowlsWales and NGB's permits spectators and accredited professional photographers to take photographs at NGB events, but requires those organising such events to regulate the taking of photographs and apply, as a minimum, the safeguards outlined below;

- Children and parents/carers should be informed that photography will be permitted at an event and if professional photographers will be present.
- If the media or professional photographers are present at the event, the event organiser is responsible for making sure children and their parents/carers are fully informed why photographs are being taken, where and how they will be published and for obtaining the necessary consents.
- A photography and video permission form should be provided to anyone taking part in the event/game and this should be document and stored within the club.
- Spectators wishing to take photographs will be required to register with the event organiser the intention to use photographic and video equipment and must acknowledge that the images are for private use and not for publication.
- Professional photographers/filming/video operators wishing to cover an event will need to ensure they have permission from the event organiser. They should be asked to provide proof of professional identification details, which should be verified with the issuing authority prior to the event. They will be provided by the event operators with clear guidance on what is considered acceptable in terms of the appropriate imagery and conduct and any areas where photography is forbidden (e.g., changing rooms, toilet areas).
- Anyone who is registered to take photographs will be issued with a photography pass, which they will be required to display at all times during the event.
- A public announcement will be made, prior to the start of the event, outlining the specific details concerning photographic/filming equipment registration. This will also be published prominently in event programmes. The recommended wording is: 'In line with the recommendation in the BowlsWales Policy, the organisers of this event request that any person wishing to engage in any video or photography should register their details with staff at the spectator desk before carrying out any such photography. The promoter reserves the right to decline entry to any person unable to meet or abide by the organiser's conditions. If you are concerned about any photography taking place at this event, please contact the promoter or event organiser who will be pleased to discuss this matter with you'.
- The professional photographer will not be permitted unsupervised access to children, one to one photo sessions at events or photo sessions outside the events or at a child's home.
- Any concerns regarding the inappropriate or intrusive use of photographic equipment should be reported to the event organiser or event welfare officer.

More information about use of photography is available via the CPSU [Photography – safeguarding children in sport | CPSU \(thecpsu.org.uk\)](https://www.thecpsu.org.uk)

Filming for coaching purposes

There is no intention to prevent club coaches and teachers from using videoing as a legitimate coaching aid, however, it is important to ensure the welfare of children being filmed. The child and their parent/carer must be made aware of the purpose of the filming as a coaching aid and consent obtained. As the filming is not being conducted for publication,

it is acceptable to introduce a blanket consent form as part of the process applied when a child joins the club. It is important that appropriate care is taken to securely store the footage to avoid inappropriate usage.

Publication of images

The following guidance should be applied when seeking to publish images:

- Prior to taking photographs or filming a child, the child (or their parent/carer) should be informed of the purpose and where the images will be published e.g., in print or on a website.
- The child (or their parent/carer) should be asked to provide their written consent for their images to be taken and published *
- Images of children should not be accompanied by identifying personal details. This includes first name and surname, address etc. This reduces the risk of inappropriate, unsolicited attention from people within and outside the sport. If it is important to name a child, their image should not be used.
- Only images of children in appropriate sporting attire should be used to reduce the risk of the image being adapted for inappropriate use.
- Sporting action shots should focus on the activity rather than a particular child and should avoid full face and body shots.

BowlsWales should be informed of any inappropriate use of imagery on websites or any other form of media, which is not in keeping with this guidance. Anyone discovering a child's image that may be illegal should follow the NGB reporting procedures and ensure the NGB Lead Officer and Children's Social Care and/or Police are informed.

****Please refer to the linked policies in appendix 6 for BowlsWales Photographic & video permission form.***

5.5 Transport

Although it is always best safeguarding practice to avoid transporting a child alone, BowlsWales recognises that there are some circumstances where it is unavoidable if a child is to participate in the required training and competition. If all alternatives have been exhausted and a coach or official has to transport a child, there are a number of safety measures that should be put in place to minimise the risk.

Please refer to the linked policies in appendix 6 for BowlsWales Guidelines for transporting children & young people.

5.6 Physical Contact

The use of physical contact can be important to support the development of skills and techniques, to treat injury or prevent an injury or accident from occurring. Physical contact during participation in Bowls should always be intended to meet the child's needs, NOT the adults. It is important to be open and transparent about physical contact as it is possible that legitimate contact between an adult and a child may be misconstrued or misunderstood both by the child and observers.

The following principles should be applied in respect of any physical contact with children:

- Unless the contact arises in an emergency and to prevent harm, ask the child for permission.
- Ensure, in situations where physical contact is necessary to assist with learning, the adult explains to the child the nature and reason for the physical contact,
- Include guidance on physical contact as part of an induction process or pack for new participants *
- Any form of physical punishment of children is unlawful, as is any form of physical response to misbehaviour unless it is by way of physical intervention to prevent a young person from harming themselves or others or damaging property.
- Encourage children to voice concerns in the event that any physical contact makes them feel uncomfortable or threatened.

****Please refer to the linked policies in appendix 6 for BowlsWales Guidelines for Physical contact with children & young people***

5.7 Late collection of children

Late collection of children by parents/carers can be challenging for sports officials to manage. One way of addressing this issue is to stress the need for parent/carers to ensure they arrive on time at the end of a session.

However, it is appreciated that there are some circumstances beyond the control of the parent/carer that may make it impossible to collect their child on time. Whilst it is not the responsibility of coaches and officials to transport children home on behalf of parents/carers who have been delayed, clubs should adopt the following measures to ensure children are safeguarded:

- Ask parents to provide an emergency contact name and number.
- Provide parents/carers with a contact number for the club and an instruction to call if there is any likelihood of late collection.
- Attempt to contact the child's parent/carer or, if necessary, the emergency contact.
- Ensure that two adults remain with the child at the facility until the parents/carer arrives.
- If appropriate, remind parents/carers of the policy relating to late collection.

The child should not be sent home with another person without permission from a parent/carer.

6 - APPENDICIES

6.1 Safeguarding/Child Protection Contacts

NSPCC - Wales

Child Protection in Sport Unit

Diane Engelhardt House

Treglown Court

Dowlais Road

Cardiff

CF24 5LQ

NSPCC Helpline: 0808 800 5000

For up-to-date opening hours please see: <https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/report/>

Website: www.nspcc.org.uk

Email: help@nspcc.org.uk

Childline

Telephone - 0800 1111

Website: <https://www.childline.org.uk/>

Website (under 12s): www.childline.org.uk/kids

Welsh Government Safeguarding Information/Policy

<http://gov.wales/topics/health/socialcare/safeguarding/?lang=en>

Child Protection in Sport Unit

Website - www.thecpsu.org.uk

Telephone – 0116 234 7278

Email address - cpsu@nspcc.org.uk

BowlsWales ©

BowlsWales Contact Details:

Website: www.bowlswales.com

Email address: safeguarding@bowlswales.com

Telephone number: 07546316313

6.2 Linked policies

The following policies can be found via BowlsWales website

Policy	Document location
Anti-bullying policy	https://bowlswales.com/wp-content/uploads/2023/08/Anti-bullying-Policy.pdf
Equality Policy	https://bowlswales.com/wp-content/uploads/2023/08/BowlsWales-Equality-Policy-.pdf
Whistleblowing Policy	https://bowlswales.com/wp-content/uploads/2023/08/Whistleblowing-Policy.pdf
Code of conducts	https://bowlswales.com/wp-content/uploads/2023/10/Code-of-Conduct-Template-Volunteers-staff-officers.pdf https://bowlswales.com/wp-content/uploads/2023/10/Code-of-Conduct-Template-Parents-Carers.pdf https://bowlswales.com/wp-content/uploads/2023/10/Code-of-Conduct-Template-Children-Young-People.pdf
Disclosure and Barring Service (DBS) Process	https://bowlswales.com/wp-content/uploads/2023/08/Disclosure-and-Barring-Service-DBS.pdf
Disclosure and Barring Service (DBS) – Suspension of regular activity policy	https://bowlswales.com/safeguarding/
Transporting Children & Young people guidelines	https://bowlswales.com/wp-content/uploads/2023/08/Guidelines-for-Transporting-Children-Young-People.pdf
Supervision of Children & Young People guidelines	https://bowlswales.com/wp-content/uploads/2023/08/Supervision-of-Children-and-Young-People.pdf
Travelling and staying away guidelines	https://bowlswales.com/wp-content/uploads/2023/08/Travelling-and-Staying-Away-Guidance.pdf
E-communication Policy	https://bowlswales.com/wp-content/uploads/2023/10/E-Safety-Communication-Policy_.pdf
Photographic and video permission form	https://bowlswales.com/wp-content/uploads/2023/08/Photographic-and-video-permission-form-.pdf
Physical contact for children & young people	https://bowlswales.com/wp-content/uploads/2023/10/Physical-Contact-Children-Yong-people-1.pdf
Role Description template	https://bowlswales.com/wp-content/uploads/2023/10/Role-of-Club-Welfare-Officer.pdf

Yes

No

If YES, please provide further details:

Name of organisation / agency:

Contact person:

Telephone numbers:

Email address:

Reference number (if applicable):

Agreed action or advice given:

Your signature _____ Print your name _____

Date _____

6.4 Application Form

Title:		Pronoun:		Gender:	
Surname				First name	
Names previously known by					
Date of birth				Mobile number	
Address					
Email					
Qualification/experience					
Qualifications/Training/Experience relevant to the post					
Professional /Voluntary Experience (if necessary continue on a separate sheet)					
Current employment details					
Job title					
Name of organisation					
Start Date		End Date			
Nature of Duties					
Current Voluntary Role					
Job Title					
Name of orgnsisation					
Start Date		End Date			
Nature of Duties:					
Relevant Past Roles:					
Supporting Evidence:					

<p>References – please provide the details of two people who we can contact for a reference who know you well (but are not related to you). You must have known these people for a minimum of two years. If possible please include a reference from your current or most recent employer and someone who can comment first-hand on your experience working with children.</p>			
Name		Name	
Organisation		Organisation	
Position		Position	
Address		Address	
Telephone number		Telephone Number	
Relationship		Relationship	
<p>Criminal Records – please be advised that this position is considered to involve substantial contact with children. You must not apply if you are barred from working with children by the Independent Safeguarding Authority. Under the provisions of Exceptions Orders to the Rehabilitation of Offenders Act 1974, successful applicants will be asked to undertake an Enhanced Disclosure through the Criminal Records Bureau (CRB). An Enhanced Disclosure will contain information about criminal offences including convictions, cautions, reprimands and warnings. It will detail ALL previous convictions etc. including those usually regarded as “spent” under the Rehabilitation of Offenders Act 1974.</p> <p>BowlsWales has a policy on the recruitment of ex-offenders which is available on request. Having a criminal record will not necessarily bar you from working in bowls; this will depend on the position and the circumstances and background of your offences.</p>			
Declaration			
I confirm that the information I have given on this form is correct and complete. I understand that false or misleading statements may result in my application being rejected or appointment terminated.			
Signed:		Date:	